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CHANGE UNDERWAY *in the Intermountain Region*

The national Forest Service Reinvention Team has offered employees and the public five "model dream homes" for the Forest Service of the future.

In the Intermountain Region, the new home is already under construction. Its foundation was built in the Total Quality Management effort, and new rooms are being added every day around the Region. Some of the change is structural but far more is in terms of new ways of working together.

"All this change is really about serving people and getting the work out where it should be," said Dave Holland. Holland is team leader for the R4 Rediscovery Team, charged to facilitate R4's change efforts.

A few weeks ago the Team released its "Rediscovery Design" with the 'solar system' cover graphic of strategy, supply and work centers. This came from the Team interpreting a year's worth of feedback from unit Planning and Measure sessions, Forest Supervisors zone proposals and RO Directors' work analyses. A revised version, based on more specific work proposals and employee feedback, should be in employees' hands some time this month.

So, when do we implement the change? Well, said members of the Rediscovery Team and Regional leadership, we are already implementing as we go.

"You won't see a final organization chart but rather a design to experiment with," Holland said. "The Rediscovery charter was to come up with a long term design for the future. There are a whole variety of ways we can get there and validate that design as we go . . . This is more a process for describing the whole."

"Some of the feedback we got on the "design" indicates people are tired of being asked for feedback and want us to "get on with the change," said Jack McDonald, another Rediscovery Team member. "The message is, we already are."

WHAT'S HAPPENING NOW?

Here are just a few efforts from a longer list of changes underway around R4.

Strategy Center
The Regional Office has been renamed the "Strategy Center" with many efforts underway to redeem that role. A Strategy Council, initiated in May, meets weekly to develop priorities on Regional issues. Teams are analyzing skills and support needed for the Strategy Center.

Interregional, Interagency Shared Services
Forest Management sharing sale administration, sale contracts and appraisals with R1,2,3,4. Fiscal/Accounting implemented shared fire business management with R2 in 1993. The Columbia Basin Team is doing the Upper Columbia River Basin EIS and Assessment for R1, R4 and the Bureau of Land Management.

Joint Administration of National Forests and Ranger Districts
Challis and Salmon NFs became jointly managed in May. Headquarters is in Salmon; the Challis SO will house Challis and Middle Fork RDs. A Forest-level reorganization team is trying to make the combination a smooth open process.

Wasatch-Cache and Uinta NFs, and the Humboldt and Toiyabe NFs also initiated joint administration in May. Also teaming up are the Duchesne-Roosevelt, Price-Ferron and Moab-Monticello Ranger Districts.

Reconstruction of the Forest Service is underway across the country and in the Intermountain Region—somewhat like rebuilding a ranch house as these employees are doing in the Frank Church—River of No Return Wilderness. Both efforts require a lot of teamwork and involvement.

Service Centers

Humboldt/Toiyabe and Soil Conservation Services proposed to share Nevada administrative activities. Shared services already underway include Forest Pest Management Idaho and Utah field service centers, Pocatello service center for contracting and procurement on 5 NFs, and 9 personnel service centers.

"There are several reasons why this is happening," said Holland. "First we need to more effectively deliver the program where the work is. Second, we have a big job with not a lot of resources, money or people. And, ecologically, we are looking at areas that cross traditional boundaries."

HOW DO WE FIT?

So how do R4 changes fit with National Reinvention efforts and new Chief Jack Ward Thomas' vision of conservation leadership? Clair Beasley, DRF-Admin, and a member of the National Reinvention Team, said they all fit together quite well.

The Chief's vision includes a land ethic—sustainability of ecosystems—and a service ethic—to be truthful, obey the law, be collaborative and make the right use of scientific information in caring for the land and serving people.

R4's Strategic Framework emphasizes progressive stewardship, exemplary service and a quality work environment. It embodies concepts of the Chief's vision. "There's a need for fine tuning," Beasley told employees at a family meeting in late June. "The Regional Forester, Deputies, Strategic Council, Quality Steering Team and you will be involved in that fine tuning over the next few weeks." The latest Rediscovery document will also show how the various efforts line up.

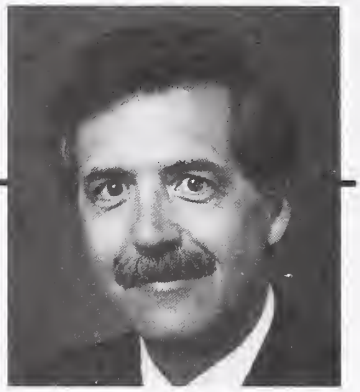
Regional leaders plan to send a summarized version of Rediscovery to the Reinvention Team as an Intermountain Region response. But Beasley hopes to see all R4 employees read the Reinvention Team's "Architecture for Change" interim report and use the "discussion guide" in back to develop and send comments to the Reinvention Team.

Everyone needs to pitch in on "constructing" the new FS. And the key is how we work together—not locations. Beasley doubts many, if any offices will close or that we will need fewer employees in the future. He predicted less emphasis on offices and more on delivering information and services.

"We would be remiss if we went to war over structure and let the future pass us by," Beasley said. An important message from the Chief is that "we must all change. Commitment to change must come from within."

Cindy Chojnacky
Regional Public Affairs Office

Regional Forester's Message



They say new leaders have about a six-month window to do something before the honeymoon is over. I have been here a couple of months. The rest of my team—Deputies Jack Blackwell and Clair Beasley—got here in late June. I think it's time to let you know what we'd like to do.

We have a lot of options in front of us—five potential futures from the National Reinvention effort. An organization model for change from our Rediscovery effort. Those are ways to get us there.

But I want to focus on where we are going. I have three things in mind.

The first is to bring the Strategic Framework to life. Remember that document? It emphasizes progressive stewardship, exemplary public service and quality work environment. It came out of the Quality effort in this Region. Clair, Jack and I are working through that Framework until we own it. We are writing a short summary, in our own words. We can't delegate that to a quality improvement team. It has to be our own page.

Why? Because we intend to make all future decisions based on whether they move us toward that framework. Resource decisions. Appeals decisions. Organization change decisions. If we are offered different "model homes" from National leadership, we will choose the components that move us that way. We will evaluate Rediscovery proposals the same way. I think this will set a direction for decisions Regionwide. If you know the direction, and you make a tough decision that heads us that way, you will know you're going to be supported.

Second, I want the Regional Office to take ownership for implementing the Strategic Framework. We now have a Strategic Council—I plan to refocus that a bit. I want to push for strategic thinking. I see the Council as key to assess where we want to go and the strategies to get us there.

The third thing is harder to define as an action. Much of our change efforts have focused on structure. Structural changes stir up people, and require approvals from above as well as elected officials and communities. The "rediscovery" I am talking about is not going to require approval from anyone. I want to emphasize culture change—working together in a different way, behaving differently. I think if we work together differently the new structures will follow.

Jack and Clair and I don't get to call the shots on all the changes that will impact this country, the Forest Service, this Region or your personal and professional lives. But I think we owe it to you to let you know what we want to do, where we see it heading. In return, I want you to hold us accountable. Watch and see if our decisions are congruent with the Strategic Framework. If we don't walk the talk, tell us. We will make mistakes. You are going to see them first. And you can help us keep on track.

Dale

A Source of Pride . . .

The Eastern Idaho Visitor Center

The Eastern Idaho Visitor Information Center opened in November 1991. In 1992, 25,000 visitors from all over the world were served through this unique effort by the Bureau of Land Management, the Forest Service and the Greater Idaho Falls Chamber of Commerce.

The Visitor Center began with 2,500 square feet of empty space, three telephones, five Information Specialists from three agencies and few clues about what kinds of information to collect and distribute. The Specialists learned about their customer needs and wants through listening, and drew together as a team through a determination to give the best customer service possible. "I don't know" became, "Let me find out for you." Their information networks and in-house files quickly expanded.

The Center strives to present a positive, progressive image to the public while promoting recreation resources. The Center is a centralized sales location for maps (topographic—U.S. Geological Survey; surface management—Bureau of Land Management; and National Forest maps); and for a variety of resource permits, such as Christmas and ornamental trees and minerals. Information about local attractions, facilities and recreation opportunities on federal and private lands is available, and a wide variety of historical, interpretive and recreation-oriented books are for sale. The staff encourages visitors to take advantage of all Idaho has to offer.

Permanent displays feature historical information and major attractions of eastern and southeastern Idaho, Yellowstone and Grand Teton National Parks, and the city of Idaho Falls. A relief map showing the area's topography has lights to identify camping areas, scenic byways, water and winter recreation areas, and other points of interest. Other displays orient visitors to the area. An interactive video kiosk allows visitors to obtain access information by simply touching the screen. The kiosk contains over 10 hours of information using video, slides, photographs and maps.

Travelers and local residents now have a central location to point them in the right direction and provide the quality attention they expect and deserve.

by Kevin Duncan
Visitor Information Specialist

The Eastern Idaho Visitor Information Center at 550 Lindsay Boulevard in Idaho Falls, Idaho.

Former and present Targhee NF employees and Idaho Falls Chamber of Commerce executive director find areas of interest on relief map, one of the new displays at the Visitor Center. Left to Right - Bob Williams, former Recreation and Lands Branch Chief; Jim Caswell, former Forest Supervisor; Chuck Sorenson, Administrative Officer; and Ira Koplow, Chamber of Commerce.

When a General Electric employee retired and was recognized for his many years of service, he told the managers in the audience: "You blew it. All you got for my 25 years was the use of my hands. If you had asked, you could have also gotten my mind."

from 'Communication briefings'

Sleeping Springs Wakes Up

Dale Wettstein and his crew of Boy Scouts build a bridge at the Spring Creek Campground. This bridge, one of four built along the Sleeping Springs Nature Trail, was Dale's Eagle Scout project. Dale holds the crowbar. (Photo by Linda Strain.)

Almost finished . . . Scouts take a well-deserved break!

Marc Waite, Dale Wettstein and Steve Luke, local Eagle Scouts, have each built a foot bridge four feet wide and 20 feet long on the Sleeping Springs Nature Trail in the Lower Spring Creek Campground on the Weiser District of the Payette National Forest. They started building last September and completed the third bridge on November 5.

The Sleeping Springs Nature Trail project has a history dating to 1988 when the public said that the Spring Creek Campground was a pretty place to camp but there was nothing special for folks to do while they were there. So the idea to construct the Sleeping Springs Nature Trail was born and design work began.

Youth crews broke ground the summer of 1988 but progress was slow because no money had been allocated for the project. Volunteers and Boy Scouts came to the rescue. They made a trail bed and kept the mile and a half trail open until 1993 when the District was awarded Challenge Cost Share money to buy bridge building materials. The District hopes to make a section of the trail wheelchair accessible in the future.

Last summer's slow fire season enabled six McCall smokejumpers—Mark Koontz, David Crawford, Lee Rickard, Eric Paieri, Roger Roth, and Tim Schaffer—to work on the project. They rebuilt the tread on the trail, constructed a fourth bridge and several benches. Three of the four bridges cross Spring Creek; the fourth crosses an intermittent stream.

Ralph Williams from Boise Forest Pest Management will assist in the interpretive signs of the area's history, management practices, geology, plants and animals. Signs should be completed and installed this field season.

The Weiser District is proud of the beautiful Sleeping Springs Nature Trail that only became a reality through the hard work and dedication of Scouts, smokejumpers and volunteers.

by Linda Strain
Weiser District Recreation Technician
and Meghan Reynolds
Public Affairs Coop

Learning the Challenges of Managing Mystic Mountain

The best way to learn is to do. That's the view of the Girl Scouts, as explained in the November/December issue of The Trooper, the newsletter of the Utah Girl Scout Council:

Cadette and Senior Girl Scouts found out exactly what resource management is, but not by reading about it in textbooks—they experienced it first hand at the Mystic Mountain resident camp at Trefoil Ranch in Provo Canyon. Girls learned about firefighting, soil conservation, water quality testing, mining, and wildlife management. Sue Wight, USDA Forest Service, coordinated the weeklong program that focused on outdoor education and forest fun.

Sue, a forester on the Duchesne Distict of the Ashley National Forest, is quick to share the credit. She recruited 19 role models—women involved in resource management positions in nine state and federal agencies. They helped Sue present environmental education sessions and provide career counseling. "It was a unique opportunity for natural resource agencies in Utah to work together in providing a joint environmental message," Sue said.

The successful efforts with the Girl Scouts at the Trefoil Ranch prompted Sue and her Ashley Forest colleagues to present the program to high school students in Duchesne County. The students participated in firefighting and water quality testing in the field and then rolled up their sleeves for a different resource management experience.

Ashley employees divided the students into groups and then gave them a complex planning scenario. Specific social and economic needs of nearby communities, as well as resource conditions and capabilities were to be considered in developing a 30-year management plan for Mystic Mountain's 100,000 acres.

In presenting their planning decisions to teachers, many students commented that this was the first time a learning exercise had no right or wrong answers. They found decisions difficult because every consideration had consequences—and it got harder as earlier decisions constrained planning options for later phases.

Sue said the field experiences were worthwhile even though the students already knew about many Forest Service operations through their rural backgrounds. But the biggest payoff came from the planning exercise. Planning was a new and challenging experience.

by Frances Reynolds
Public Affairs Specialist
Ashley National Forest

Sue Wight, center, and Janice Phillips (both employees of the Ashley National Forest) explain the operation of an increment borer to a high school student.

Loyal Clark (Uinta NF), far right, prepares Girl Scouts for a fire assignment at the Mystic Mountain Resident Camp.

Monitoring Partnership

Last year, two agencies became partners in doing an important job—monitoring. Personnel from the Ruby Mountains Ranger District, Humboldt National Forest, and the Region 2 Nevada Division of Wildlife (NDOW) collaborated in 1993 to collect transect data needed to evaluate livestock and wildife use of vegetative resources in northeastern Nevada.

LIVESTOCK. A new allotment grazing management plan and reduced livestock levels were initiated 3 years ago on the Horse Creek Allotment in the East Humboldt Range. This was done in line with the environmental document's two objectives to identify riparian recovery and reduce grazing pressure on browse. This year, after the plan and stocking were fully implemented, a monitoring plan was finalized and initiated. Six individuals from the two agencies took 10 days during the field season to install and read nested frequency, greenline and browse transects and to initiate photo plots.

WILDLIFE. The mountain goat population in the Ruby Mountains has been expanding, as had the areas used over the last few years. Goat, not native to Nevada, were introduced in the 1960s prior to wilderness designation. NDOW and Forest Service biologists believed it was time to start monitoring the impact of the goats on high elevation habitat. Late this summer, a vegetative transect to monitor species composition, frequency and use near the top of Wines Peak was installed and read. Next year, separate sites for photo monitoring will be installed.

Both agencies are excited about joint monitoring and plan to continue and initiate other monitoring efforts.

Linda Whitetrifaro, zone District biologist, Forest Service and Steve Foree, NDOW biologist, read a vegetative transect in mountain goat habitat at 10,600 feet in the Ruby Mountains in northeastern Nevada.

GET WILD!

Nationally, the Forest Service has developed three major themes to increase emphasis on fisheries, wildlife and rare plants.

GET WILD!
Partnerships for the 90s

RISE TO THE FUTURE! - emphasizes fisheries

EVERY SPECIES COUNTS! - promotes endangered, threatened and sensitive plant and animal species

GET WILD! - emphasizes wildlife

GET WILD! is designed to ensure the continuation of healthy ecosystems for terrestrial wildlife species. Implementation requires coordination with other agencies, nongovernment organizations and individuals to help with inventory, habitat improvement, surveys, monitoring, education, interpretive programs, special habitat protection and ecosystem management.

Following are the 11 GET WILD! emphasis areas and the emphasis area leader for each. The regional coordinator is Paul Shields.

EMPHASIS	AREA	R-4 LEADER
Eyes on Wildlife	Wildlife Viewing and Appreciation	P.Hurt:R04F13A
Partners in Flight	Neotropical Bird Conservation	A.Egnew:R04F10D05A
Taking Wing	Waterfowl Management	S.Feltis:R04F05A
Making Tracks	Wild Turkey Management	L.Donohoo:R04F02A
Answer the Call	Quail Management	P.Shanley:R04F17D01A
Full Curl	Wild Sheep Management	D.Wenger:R04F13A
A Million Bucks	Deer Management	N.Huntsman:R04F18A
Dancers in the Forest	Grouse and Woodcock Management	C.Nunn:R04F18D03A
Animal Inn	Dead Wood/Snag Information and Education	P.Hunt:R04F13A
Elk Country	Elk Habitat Management	B.Gould:R04F12D03A
Special Habitats	Unique Species and Communities	S.Anderson:R04F09A

Paul Shields and the emphasis area leaders met recently to develop the Intermountain Region's GET WILD! action plan and individual emphasis area action plans. When completed, the draft action plans will provide a framework for the Region's wildlife program, set goals and identify action items to attain those goals. The overall objectives of the GET WILD! program are to:

- Restore and manage healthy ecosystems to maintain viable wildlife populations.
- Produce harvestable numbers of game species in conjunction with State Department of Fish and Wildlife goals and objectives.
- Provide opportunities for wildlife viewing and appreciation.

Contact Paul Shields, your forest biologist, or any one of the individual emphasis area leaders to receive additional information or to learn how these areas relate to ecoystem management and restoration.

by Steve Anderson
Wildlife Biologist
Humboldt National Forest

Mentoring . . . Something New?

Our goal of achieving a diverse workforce is a superb one, but how do we keep valuable employees once we've attracted them? Barbara Morgan, formerly of the Boise National Forest, has a proven solution. She created an outstanding mentoring program.

Barbara first tried this program at Boise State University where she worked as a counselor from 1987 to 1990. The University had targeted Hispanics as an under-represented group at the school and resultant efforts attracted many.

However, the University was losing 80 percent of those recruited after the first year. University officials blamed the students for poor study habits or lack of ambition, but Barbara saw something else. She suggested that administrators determine the needs of the students and then try to meet those needs. For instance, were the students comfortable being away from home and were there any language barriers? The next year showed an 80 percent retention rate.

Barbara brought her success story to the Boise Forest where she has formalized a mentoring program. "It's nothing new," says Barbara. "I think many people, at some point in their career, have talked with a supervisor or colleague about their career path."

Attracting good people is important, but retaining them is the second half of the equation, according to Barbara. "It would be especially helpful for a new Forest Service employee to have a coach," Barbara says. Mentors fill that role by guiding and counseling an employee, and helping him or her feel like a vital part of the team.

Barbara began the mentoring program with a small, randomly chosen group of individuals who wanted a mentor. She matched mentors to mentees based on how the mentees answered a questionnaire regarding interests, career goals, etc. After one year of working together, she gathered all the mentors and mentees involved in the project for a final one-day session. The feedback was positive—the mentoring program had been very effective in the lives of the individuals who participated.

The word is getting around. Last fall, Barbara traveled to Washington to present her program as part of the Chief's Seminar Series. In December 1992, former Regional Forester Gray Reynolds and former Chief Dale Robertson came to Boise to present her the Regional Forester's Multicultural Achievement Award, and in 1993, she received the Boise Forest's Civil Rights Award.

Barbara now travels to other Idaho forests to implement this valuable program. She's committed to helping others not only find the Forest Service, but stay with the Forest Service.

by Lynette Berriochoa
Public Affairs Specialist
Boise National Forest

(Editors Note: Barbara has since resigned from the Forest Service to do outreach and recruitment for the State of Idaho.)

A Dream Come True

Lucille Haskins needed a change. The 65-year-old Davis, California resident wondered how she might combine her interest in the outdoors with meeting new people. Then, early last year, she read in a Sierra Club newsletter that the Salmon National Forest was looking for volunteers for campground hosts and/or other positions. She was thrilled! "Maybe I can be outdoors, away from the city, plus help others," she thought.

The next day, she contacted Mike Demick, Salmon Forest Volunteer Coordinator, to discuss the hosts' duties, housing arrangements and other details. "Sounds like a dream come true," she replied.

Before making a definite commitment, she invited her friend, Hazel Beverly of Arlington, Texas, to come along. When Lucille mentioned the possibility of spending an enjoyable summer camping in Idaho, Hazel didn't hesitate. "Let's do it!" she said. Hazel flew to Sacramento, met Lucille, and together they drove to Salmon, Idaho. They were hosts for two months at the Wallace Lake Campground, adjacent to a beautiful mountain lake. "We loved every minute of it! We met a lot of nice people—including Forest Service personnel, saw some beautiful country, and had a ball fishing for rainbow trout," Lucille said.

Hazel Beverly, left, and Lucille Haskins at the Wallace lake Campground. (Photo by Mike Demick.)

They had such a good time, they decided to returned again last summer. The Forest provided them with a truck for their once-a-week "garbage run" at two other campgrounds and the Williams Creek picnic area. "We saw some more of the Forest, contributed a little more, and had a great time doing it," said Hazel.

You can find Lucille and Hazel back on the Salmon Forest July 1. They will be hosting at the Iron Lake Campground.

by Mike Demick
Volunteer Coordinator
Salmon National Forest

Evanston Third Graders Help Celebrate with Smokey

Earl O'Driscoll with Smokey and Woodsy.

Surprise visitors came to Evanston in April to celebrate a special event with area third graders. Escorted by Earl O'Driscoll, Fire Management Officer on the Evanston Ranger District, Wasatch-Cache National Forest, Woodsy Owl and Smokey Bear made the rounds to area schools where students helped Smokey celebrate his 50th birthday and take lessons in fire prevention and how to stop pollution.

The students watched a video about Woodsy Owl's efforts with pollution and recycling, and the saw the video "Fifty Years with Smokey", commemorating the fifty years Smokey Bear has been spreading the word to not play with fire. Students asked Smokey questions about his long career and even sang "Happy Birthday" to him. Awards were also presented to those third graders who won the Forest Service sponsored coloring contest.

KIDS DAY ON THE SALMON NATIONAL FOREST

In May, the Salmon National Forest hosted 100 area second graders for the Forest's annual Kids Day, where kids learn about the environment and, of course, meet Smokey Bear. Although the spring grass was damp, it didn't dampen the fun Forest employees Cindy Walker and Jackie Caivano had walking the kids through several demonstration sites.

One of the most popular sites was the llama stop, where engineering technician Nancy Russell and archaeologist Merry Haydon, along with Nancy's llamas, Captain Kirk and Redman, put on a show. Wearing a pack saddle and panniers, Captain Kirk showed how he helps Nancy do her land surveying work by carrying loads of flagging, stakes and other equipment. Redman sported a traditional woven woolen llama pack from Ecuador to show how llamas are used as pack animals in their native South America.

Cobalt District employee Kenny Rogers had the kids sit around a "campfire", as he showed them the difference between good and bad camping practices. He also taught them the importance of picking up litter, not burning plastic, recycling aluminum cans, being careful with axes, and not hurting trees around the campsite.

Forest archaeologist Steve Matz demonstrated his flint-knapping skills, showing replicas of tools and weapons that were once used by prehistoric residents of the area. Steve showed how raw materials like obsidian were worked into finished articles, and then demonstrated his marksmanship using an atlatl (a throwing stick that predated the bow), and a bow and arrow.

Pat Hurt, wildlife biologist and Forest environmental education coordinator, told the kids how hollow trees become important sources of food and shelter for many birds and animals. She also stressed how important it is to clean up trash, such as old fencing wire, which can entangle animals and hurt or kill them.

Smokey's friends Cornie Hudson, Suzanne Smith, Sarah Lau and Kathy Seaberg helped Smokey deliver his message to be careful with fire in the forest and to not play with matches.

Everyone enjoyed the refreshments, and the kids each received a pine seedling to take home and plant. Kids Day has become a spring tradition on the Salmon National Forest, and employees are already looking forward to next spring!

by Louise Brannon
Salmon National Forest

"Captain Kirk" meets Smokey! What's so funny, Merry? Beam us all up, Scotty!

1993 Photo Contest Winners

BYWAYS
1st Place: Dan Moe, Forestry Aid, Toiyabe NF
2nd Place: Scott Clemons, Lead Forestry Technician, Bridgeport RD, Toiyabe NF
3rd Places: Scott Clemons, Lead Forestry Technician, Bridgeport RD, Toiyabe NF and Ted Fitzgerald, Supervisory Civil Engineer, Fishlake NF

CARING FOR THE LAND
1st Place: None
2nd Place: Trina Weitz, Forestry Technician, New Meadows RD, Payette NF
3rd Place: Steve Hale, Natural Resource Specialist, Carson City RD, Toiyabe NF

WILDERNESS MANAGEMENT CHALLENGE
1st Place: None
2nd Place: Steve Hale, Natural Resource Specialist, Carson City RD, Toiyabe NF
3rd Place: Bert Lowry, Wildlife Biologist, Fishlake NF

OLD GROWTH
1st Place: None
2nd Place: Al Reuter, Forester, Humboldt NF
3rd Place: None

SERVING PEOPLE
1st Place: Gayne Sears, Outdoor Recreation Planner, Roosevelt RD, Ashley NF
2nd Place: Leslie Welch, Wildlife Biologist, Roosevelt RD, Ashley NF
3rd Place: Carol Hotchkiss, Landscape Architect, Jackson RD, Bridger-Teton NF

LANDSCAPE
1st Place: Bert Lowry, Wildlife Biologist, Fishlake NF
2nd Place: Steve Vanlerberghe, Supervisory Forestry Technician, Greys River RD, Bridger-Teton NF
3rd Place: Victor Bradfield, Range Conservationist, Soda Springs RD, Caribou NF

WILDLIFE HABITAT
1st Place: None
2nd Place: Bert Lowry, Wildlife Biologist, Fishlake NF
3rd Place: None

TIMBER HARVEST
1st Place: None
2nd Place: Dean Burnham, Supervisory Forester, Greys River RD, Bridger-Teton NF
3rd Place: Bert Lowry, Wildlife Biologist, Fishlake NF

WILDLIFE
1st Place: MaryNell Oechsner, Wildlife Biologist, Teton Basin RD, Targhee NF
2nd Place: Bert Lowry, Wildlife Biologist, Fishlake NF, and Victor Bradfield, Range Conservationist, Soda Springs RD, Caribou NF
3rd Place: Bert Lowry, Wildlife Biologist, Fishlake NF

DIVERSITY
1st Place: None
2nd Place: Scott Clemons, Lead Forestry Technician, Bridgeport RD, Toiyabe NF
3rd Place: Steve Hale, Natural Resource Specialist, Carson RD, Toiyabe NF

Enter to Win . . .

THE 1994 PHOTO CONTEST

Once again, the Intermountain Region is sponsoring a photo contest for all Region 4 and Intermountain Station seasonal and regular employees. Contest winners will receive cash for their efforts and a quality print. In each category, first place winners will receive $200, second place will take home $100, and third place winners will receive $50.

Categories to enter your most prized photograph include:

DIVERSITY—Photo can show workforce or Forest-user diversity of age, sex, race or ability.

CARING FOR THE LAND—Employees conducting resource surveys, contract inspection, or any other natural resource activity that conveys this portion of the mission statement. High tech tools in use are appropriate—including Global Positioning Equipment, laser measuring devises, computer field data recorders, etc.

SERVING PEOPLE—Photo showing employees fulfilling this portion of the agency mission. People served can be "internal public" or "external public."

WILDLIFE—Game and Non-game animals.

WILDFLOWERS—Either fields as a landscape, or closeups. With or without people.

FIRE—Either prescribed or wildfire, with people or working equipment.

OPEN—Whatever you want that you can't fit into another category.

Contest rules are as follows:

Original color slides or black and white prints with negatives will be accepted. There is no limit on the number an individual may submit.

Original material becomes part of the Regional Office library. Duplicates of submitted negatives or slides will be returned to originator when requested at time of entry.

Photographs and slides must show location, date, photographer and category. Location must be in Region 4 (National Forests, Forest Service offices or a Forest Service sponsored activity). *Photographs need not be taken in this calendar year.* No copyrighted material will be accepted.

Judging is by an outside source. Contest runs until December 31.

CLIP THIS ENTRY FORM AND SEND WITH YOUR PHOTOGRAPHS TO:

James Stone, Public Affairs Office, USDA Forest Service, 324 25th Street, Ogden, UT 84401.

Name _____

Do you request duplicates? *yes* ☐ *no* ☐

Unit where you work _____

Employment status: *seasonal employee* ☐ *regular employee* ☐

Address and phone number where you can be reached or tracked in March, 1995.

_____

_____

_____

African-American Smokejumpers to Help Smokey Celebrate

Thousands will gather on the Mall in Washington D.C. on August 9 to help celebrate Smokey Bear's 50th birthday. Among them will be a small group of African-American Army veterans to whom the fire prevention bear owes a huge debt.

They were members of the world's first black airborne unit, the 555th Parachute Infantry Battalion, and in 1945, they helped save millions of acres of Northwest forests from fires ignited by lightning and balloon bombs launched by our Japanese adversaries.

Not only did the "Triple Nickles" fight fire, always a dangerous job, they also labored in the riskiest arm of the profession.

They were smokejumpers.

The unit, formed and trained at Army posts in Georgia and North Carolina, was shipped west after balloon-borne fire bombs, launched into the jet stream above Japan, began landing in West Coast forests.

That helped trigger the first Smokey Bear fire prevention program. Authorities feared that the balloon bombs, coupled with a dry summer, would spark a fire storm that would blacken the forests of the western United States and Canada.

Indeed, the crackling hot spring of 1945 produced lightning storms and, with most trained firefighters in the armed forces, the Forest Service asked the Army for help. The War Department responded by assigning the job to the 555th who, in military fashion, dubbed their new assignment "Operation Firefly."

A battalion officer, now-retired Lt. Col. Bradley Biggs, recalls the mission in a unit history, "The Triple Nickles."

"Working in teams . . . we would be on emergency call to rush to forest fires in any of several western states and join with the Forest Service men in suppressing the blaze."

"At the same time, we would be prepared to move into areas where there were suspected Japanese bombs, cordon off the area, locate the bombs and dispose of them."

That duty required special training and equipment.

"We knew how to jump from airplanes. But the heavily forested areas of the Northwest presented drop zones that were more difficult and dangerous than any we had faced before."

"We knew how to handle parachute lines. But here we would be using a new type of 'chute—one with special 'shroud lines' for circling maneuvers. We knew how to read military maps. But the Forest Service maps were something new. We were used to explosives, but we had little, if any, experience in the disarming of bombs."

"Fire fighting, of course, was an entirely new experience."

The colonel recalls that the Forest Service and the Army put the paratroopers through an intensive three weeks of training. It included demolitions, "let downs" for tree landings, firefighting, and "jumping into pocket-sized drop zones studded with rocks and tree stumps, survival in wooded areas, and extensive first-aid training for injuries—particularly broken bones."

The Forest Service had been parachuting men to Northwest fires since 1940 and had developed specialized equipment in addition to the steerable parachutes. Specialized equipment included football helmets with wire masks for face protection as jumpers crashed through trees to the forest floor. The new smokejumpers had to don heavy fleece-lined flying jackets and trousers, rather than smokejumper canvas jump suits, to protect their bodies from whipping tree limbs.

The colonel writes of trooper association with the Forest Service: "They were a fine group of men. They could walk up the hills like a cat on a snake walk. They taught us how to climb, use an axe, and recognize edible vegetation."

After three training jumps with their new gear, battalion members were dispatched to two bases. The largest contingent was stationed in Pendleton, Oregon, for deployment to bombs and fires in Oregon, Washington, Montana and Idaho. The other group worked out of Chico, California.

From mid-July to early October 1945, the African-American smokejumpers participated in 36 missions and amassed more than 1,200 jumps. Our job, recalls Col. Biggs, was tough.

"We planned on being dirty and smelly for the duration of any mission, which lasted an average of 4 to 6 days. Sometimes we operated in Canada to keep fires out of the United States."

"We blew up only those bombs that represented a danger. The bomb disposal unit would retrieve others for delivery to intelligence personnel."

They suffered casualties. One man was killed while attempting to lower himself from a 150-foot tree with a smokejumper let-down rope. He slipped or lost his grip and plunged to the rocks below. Thirty others suffered injuries that included a crushed chest, broken legs and a fractured spine.

"By late autumn 1945, it became apparent that Operation Firefly was nearing its end," writes Col. Biggs. "The hot dry season would soon be over. More important, a rapid demobilization of the military was underway. Civilians would resume many operations that had been assigned to military units, including ours."

The battalion was shipped back to North Carolina where it was initially assigned to the 13th Airborne Division, and then to the 82nd Airborne Division. Nearly a half-century later, the Forest Service will honor the men of the 555th Parachute Infantry.

If you're at the Mall for Smokey's 50th, look for a knot of aged, African-American vets. You'll recognize them. They'll be standing mighty tall.

by Carl Gidlund
National Forests and
Grasslands in Texas

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (C.CHOJNACKY:R04A or PAO:R04A). Photos to accompany text are to be sent to the Editor separately.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

Relieve stress by understanding which brain hemisphere is stressed. If you feel depressed or emotionally overwrought, your stress is in the right hemisphere—the creative, emotional, holistic side. Switch to your matter-of-fact left hemisphere by doing math, writing factual prose or organizing. The emotional right brain will calm down. If you feel time-stressed and overburdened, the left hemisphere is involved. Switch to your right brain by singing or playing a sport.

(Source: Jane Cole-Hamilton, registered nutritional consultant, Wellspring Seminars, Ontario, Canada.)

PICK A FROG

One of my young neighbors caught a frog the other day and offered it to my boys. They, of course, eagerly accepted the gift. The sudden appearance of this frog in our lives prompted a number of questions. What kind of frog is it? Where does it live? What does it eat? And how do you keep a frog healthy and well in your home?

Looking through my field guide on western reptiles and amphibians, I discovered there are several categories of frogs: tailed frogs, chorus and cricket frogs, treefrogs, and true frogs. Hmmm . . . How does one decide in which group a particular frog belongs? The range maps helped simplify my choices. According to the maps, the tailed frog, Pacific treefrog and spotted frog are the only species that occur around Salmon, Idaho.

Reading on, I learned that the tailed frog is found in clear, cold, rocky streams in humid forests of Douglas-fir, pine, spruce, and alder. The nearby irrigation ditch where our amphibious friend was caught may not suit a tailed frog's needs very well.

The Pacific treefrog, on the other hand, is found around irrigation ditches. As a matter of fact, the treefrog is very adaptable. It may be found in a variety of habitats, from sea level to up high in the mountains. It breeds in marshes, lakes, ponds, roadside ditches, reservoirs, and slow moving streams in woods, meadows, and grasslands. Except when breeding, it spends most of its time among low plants near, instead of in, the water. The Pacific treefrog looks a lot like the tailed frog. Both have black eyestripes. Both can be gray, tan, or brown. But the treefrog has toe pads, like little suction cups, on the undersides of its toes. And, it can change from a dark to light color in a few minutes. Wow! I'd like to see that.

Last, but not least, the spotted frog. This frog (the only one of the three considered a true frog) is usually found at the marshy edges of ponds or lakes or near slow-moving water along the banks of streams in woods or meadows. As you might guess from its name, the spotted frog has spots on its back, from a few spots to many. It has a light-colored stripe running the length of its jaw. Its underside may be shaded red, salmon, or yellow, depending on where it's found and how old it is. This is the largest of the three frogs, ranging in length from two to four inches—the Pacific treefrog and tailed frog are both two inches or shorter.

Based on the fact that our adopted frog has spots, a cream colored jaw stripe, and a salmon colored belly, we apparently were in possession of a spotted frog. I say were because it got loose in our yard and has not been seen since.

If we had kept the frog, we would have placed it in a glass terrarium with moistened pea gravel on the bottom. Water put in a shallow bowl sunk into the gravel would allow the frog to take an occasional dip and keep its skin moistened. Rocks or pieces of wood could be propped up in such a way as to create hiding places, so "spotty" would feel safe in his new home. We would try feeding it insects captured in our yard. Or maybe it would eat mealworms purchased at our local pet store.

All in all, I'm glad the spotted frog got away. We had a wonderful time watching it, and we have learned a lot about our local frog population because of it. But the frog, like all nature's animals, is meant to be in the wild, to reproduce and create new frogs for children to delight in in the summers to come.

by Patricia Hurt
Salmon National Forest

MOUNTAIN GOAT MANIA

When is a goat not a goat? When it is a Mountain Goat! Those sure-footed white creatures, clambering easily up that cliff, may resemble domestic goats with their shaggy beards, but they are not really goats at all. Their scientific name is *Oreamnos americanus,* which means "mountain lamb of America" . . . but they are not sheep, either! In fact, their nearest relatives live in Asia.

Mountain goats live high in the mountains of Idaho, Montana, Washington, Alaska and Canada, making their home where no other hoofed animals can go. They are real homebodies, too, never traveling far from where they were born. As the snow melts in the spring, they climb higher and higher, searching for grasses and other plant food. When winter comes, they seek shelter and feed at lower elevations. But always they live in steep, inaccessible places.

In winter, a thick wool undercoat protects them from cold. In April, they begin to shed, scraping off the itchy wool against rocks and trees. Some Native American tribes once collected this wool and used it to weave warm cloaks.

The young are born in May, and are called kids. They can stand and walk in 10 minutes! They nurse from their mothers for several months, but start nibbling plants when they're only a few days old. Mountain goats are full-grown when they are two years old. Most weigh about 150 pounds, but some big billies (males) can weigh 300 pounds. Females are called nannies, and both sexes have small, sharp, black horns which can be fearful weapons.

Special feet allow mountain goats to climb precipitous slopes where other hooved animals cannot follow. A mountain goat's hoof has two toes with thick pads on the bottom. These pads stick out beyond the hard outer covering of the hoof, and give the animal traction on slick rocks. With these built-in sneakers, mountain goats can out-climb and out-run most predators. Up on their high peaks, they can see approaching animals or people at a great distance, for they have very keen vision. Only a very stealthy mountain lion, or an eagle swooping from above, can ever catch them unaware. A greater danger is that of accidents. Clever though they are on their feet, mountain goats sometimes slip and fall, or are swept away by landslides and avalanches.

When men with modern rifles began to hunt mountain goats in the late 1800's, the animals did not know that a man with a gun was dangerous even from far away. Perched on what they thought were secure places, they were easy for hunters to kill. Mountain goats reproduce more slowly than other hooved animals. Most nannies do not have their first kid until they are almost three years old, and usually have only one kid at a time. Many herds could not stand the losses caused by unrestricted hunting, and simply died out.

One such herd lived in the Panther Creek drainage here on the Salmon River. An old-timer who lived there for many years told how the Panther Creek herd began to disappear when Panther Creek Road was built in the 1930's. Greater access into the area allowed so many goats to be shot, both legally and illegally, that the herd never recovered.

Three years ago, the Idaho Department of Fish and Game began to return mountain goats to this historic range. Helicopters used nets to capture goats from a large population in Swan Valley. The goats were loaded into crates and shipped via truck to the Salmon River. This spring, two billies and nine nannies arrived at Panther Creek in crates and were released. Unhappy about spending so long in a crate, one old nanny turned back and charged her captors before scooting off into the wilds! A total of 23 goats have now been released in this area. It is hoped that this will be the start of a new mountain goat herd. So remember, keep looking up: someday you may catch a glimpse of a goat that is not a goat, looking back at you from her lofty home.

by Louise Brannon
Salmon National Forest

Make your computer password relate to one of your goals, like, "Exercise." Besides being easy to recall, it can serve as a daily reminder each time you connect to your system.

Retiree Volunteers His Expertise

Ed Noble, who retired from the Region 4 office in 1974, volunteered his time and expertise to advise on a Kamas Ranger District (Uinta and Wasatch-Cache National Forests) watershed project last fall. Word quickly spread about Ed's involvement on the project, and the Regional Office's Range and Watershed Management staff invited Ed to speak at their Regional meeting in Jackson Hole, Wyoming.

Retiree Ed Noble giving a presentation in Jackson Hole, Wyoming.

Ed lends a rich perspective and valuable insight into the history of watershed management in the Intermountain Region. And there are many more retirees like him who are willing to share their knowledge.

Tami Montoro, Retiree Liaison at the Regional Office, matches retirees with skills currently needed on Intermountain Region National Forests. She says, "The knowledge and skills held by retirees are much too valuable to ignore. This program gives retirees an opportunity to get out in the field again, and at the same time, assist the Forest Service."

If you are interested in having a retiree assist on a project, or if you are a retiree that is willing to assist, please contact Tami at (801) 625-5848.

DON'T ROCK AWAY YOUR RETIREMENT

After a lifetime of hard work, retirement usually is an eagerly anticipated event . . . but it is also a major adjustment. Here are some tips for making the most of your new lifestyle:

❖ ***Establish a routine . . .***
set specific times for waking, meals, exercise, etc. A routine will help give your days some direction and continuity.

❖ ***set goals . . .***
this will give purpose to your days and help focus your time.

❖ ***Postpone major financial or other important decisions until you have settled into your new routine . . .***
give yourself time to think things through.

❖ ***Exercise . . .***
it's a natural stress-reliever. If exercise hasn't been part of your routine, start with a 30-minute walk each day.

❖ ***Stretch your mind . . .***
develop activities to fill the void left when you retired. Take a class or start a new hobby.

❖ ***Be social . . .***
try volunteer work, stay in touch with friends from your old office, and spend more time with family.

❖ ***Above all, be gentle with yourself . . .***
don't dismiss your negative feelings. Instead, look for ways to pamper yourself and be ready to turn to others for support.

Gone Overnight . . . But Not Forgotten

In early May, sudden change hit hard throughout the Region. Fellow workers disappeared almost overnight. Many people got new duties, new titles, new offices or even a new boss. The culprit? "Buyout"—or the Voluntary Separation Incentive program.

Through the Federal Workforce Restructuring Act, the Forest Service and some other federal agencies were authorized to offer a $25,000 payment to employees who would retire or resign during a brief period ending May 13. The aim was to help meet the Clinton Administration proposed reductions in Federal civil service jobs. It also helped the Forest Service specifically deal with major position cutbacks tied to timber sale reductions in the Northwest and other program shifts. Forest Service objectives were to:

- Place unfunded employees without resorting to Reductions-In-Force (RIF).
- Reduce administrative jobs.
- Reduce GS-14+ jobs and jobs at the RO & WO level.
- Improve the supervisor-employee ratio.
- Facilitate needed reorganizations.

Some 2,291 Forest Service employees took the buyout. In the Intermountain Region, 179 employees resigned. Some were employees nearing retirement; others left for personal reasons or to pursue a "second career." It was a tough decision for many—leaving so abruptly and missing out on the usual preparation time and honors that go with leaving Federal service. Those of us who are scrambling to fill in realize how much work our coworkers contributed. Thanks for the work you did, folks. You are being missed. Believe me.

Cindy Chojnacky
Editor, Intermountain Reporter

Following is a list of our coworkers who took the buyout:

REGIONAL OFFICE

Albrechtsen, Benny, Reclamation Management Specialist
Anderson, Colleen, Public Affairs Specialist
Barker, Kathleen, Accounting Specialist
Bartschi, Nadean, Personnel Assistant
Baxter, Garth, Forester
Bird, Richard, Tramway Engineer
Blackner, David, Supervisory Management Analysis
Bryner, Richard, Illustrator
Butler, Marlowe, Operations Accountant
Farr, Leonard, Supervisory Forester
Fishel, George, Personnel Staffing Specialist Recruiter
Gale, Romanita, Mail & File Clerk
Green, M. Sue, Supervisory Office Manager
Halacy, Bernice, Budget Analyst
McClellan, Verla, Computer Specialist
O'Donovan, Patsy, Cartographic Technician
Pine, Richard, Environmental Education Specialist
Ragsdale, Joe, Supervisory Forester
Slama, Udene, Supervisory Budget Analyst
Snyder, Forrest, Telecommunications Specialist
Stitt, Donald, Cartographic Technician
Vandre, Bruce, Civil Engineer
Wiese, Lynn, Supervisory Cartographer
Wright, Glenna, Secretary

ASHLEY NATIONAL FOREST

Boone, Homer, Realty Specialist
Baird, Alan, Landscape Architect
Bartlett, Floyd, Supervisory Forester
Ford, Brent, Forestry Technician
Gardiner, Janetta, Accounting Technician
Goodwin, Gyten, Civil Engineering Technician
Labrum, Dan, Civil Engineering Technician
Lemons, Everett, Telecommunications Specialist
Lesh, Kenneth, Supervisory Civil Engineer
Rockwell, Dollie, Budget Analyst
Tucker, Duane, Forest Supervisor
Twitchell, Burl, Facilities Manager
Wilkinson, Milton, Maintenance Mechanic
Wise, Mary, Purchasing Agent

BOISE NATIONAL FOREST and NATIONAL INTERAGENCY FIRE CENTER

Bennett, Deanna, Accounting Technician
Bennett, Marilyn, Resource Assistant
Buckley, Roy, Civil Engineering Technician
Canaday, Guy, Civil Engineering Technician
Eckhart, John, Telecommunications Manager
Green, Marshall, Cartographic Technician
Hansen, Mona, Resource Assistant
Jarrell, Dale, Supervisory Forestry Technician
Leseberg, William, Electronic Technician
Nutt, Gordon, Cartographic Technician
Seffel, Edward, Electronic Technician
Smalley, Ethel, Clerk Typist
Strom, Bert, Information Assistant
Wiggins, Martin, Supervisory Electronic Technician
Wren, Joan, Accounting Technician

BRIDGER-TETON NATIONAL FOREST

Bills, Wayne, Forester
Cummings, William, Resource Assistant
Floyd, Glenda, Support Services Supervisor
Kinsella, Joseph, Computer Programmer Analyst
Merrill, Claudine, Mail & File Clerk
Smith, Dennis, Forestry Technician
Stout, Brian, Forest Supervisor
Wang, Tianchi, Operations Research Analyst

CARIBOU NATIONAL FOREST

Girard, Marsha, Clerk Typist
Kunz, Thiel, Range Conservationist
Oliver, Yvonne, Mail & File Clerk
Jensen, Reed, Forestry Technician
Ryan, Ellen, Support Services Specialist
Williams, Clyde, Forestry Technician

CHALLIS NATIONAL FOREST

Anderson, Ted, Supervisory Forestry Technician
Savage, Bill, Construction Representative
Thomas, George, Telecommunications Manager
Yacomella, Madge, Budget Analyst

DIXIE NATIONAL FOREST

Dutton, John, Engineering Equipment Operator Foreman
Fullmer, Paul, Supervisory Forestry Technician
Hancey, Gilbert, Civil Engineering Technician
Mace, Brent, Recreation Resource Management Specialist
Meinrod, Robert, Supervisory Forester
Mitchell, Garlan, Equipment Repair Inspector
Peterson, Dale, Fleet & Equipment Specialist
Rosenberg, Vicki, Support Services Specialist
Smith, Jed, Range Technician
Stavran, Sigur, Supervisory Civil Engineer

FISHLAKE NATIONAL FOREST

Hansen, Daril, Electronic Technician
Meacham, Lois, Budget & Accounting Analyst
Okerlund, Clenn, Supervisory Forestry Technician
Rogers, Clark, Supervisory Facilities Manager

HUMBOLDT NATIONAL FOREST

Barker, Robert, Forestry Technician
Holford, Marsha, Personnel Clerk
Lewis, Mont, District Ranger
Peterson, Andy, Engineering Equipment Operator Foreman

MANTI-LA SAL NATIONAL FOREST

Burdett, Don, Engineering Equipment Operator Foreman
Frandsen, Joel, Supervisory Forester
Hatch, Ira, District Ranger
Lowry, Evan, Forestry Technician
McKinney, Linda, Support Services Specialist
Patten, John, Forestry Technician
Smith, Michael, Civil Engineering Technician
Swasey, Monte, Engineering Equipment Operator
Vasten, Arthur, Forester

PAYETTE NATIONAL FOREST

Allen, Edgar, Supervisory Forestry Technician
Bryan, Robert, Supervisory Forester
Fitzgerald, Betty, Accounting Technician
Fitzgerald, Martin, Facilities Manager
Florence, Tina, Forestry Technician
Galloway, Oliver, Lead Forestry Technician
Gray, Marvin, Engineering Equipment Operator
Newell, Lawrence, Civil Engineering Technician
Towery, Roberta, Accounting Technician
Wininger, Bobby, Lead Forestry Technician

SALMON NATIONAL FOREST

Burns, John, Forest Supervisor
Dunbar, Curtis, Civil Engineering Technician
Godfrey, Herbert, Support Services Specialist
Hatch, Dennis, Forestry Technician
Jackson, Allan, Forestry Technician
Light, Marjorie, Accounting Technician
Mund, Esther, Support Services Supervisor
Russell, James, Lead Forestry Technician
Smith, Lyle, Construction Representative
Taylor, Philip, Forestry Technician
Taylor, Robert, Forester
Wiley, James, Criminal Investigator

SAWTOOTH NATIONAL FOREST

Adkins, Iva, Computer Assistant
Barnes, Jacquelynne, Mail & File Clerk
Barnes, Vern, Civil Engineering Technician
Exon, Jack, Forestry Technician
Felton, Margret, Accounting Technician
Ferreira, Raymond, Forestry Technician
Galvin, Helen, Personnel Assistant
Gilman, David, Soil Scientist
Hepworth, John, Facilities Manager
Lee, Jack, Forestry Technician
London, Roy, Supervisory Forester
McAtee, Kent, Supervisory Forestry Technician
Schwartz, Dennis, Supervisory Forestry Technician
Standing, Harry, Civil Engineer
Strickling, Dolores, Realty Specialist
Wells, Deon, Forester

TARGHEE NATIONAL FOREST

Barbosa, Juan, Personnel Management Specialist
Benson, Jay, Forestry Technician
Fredericksen, Randall, Engineering Equipment Operator Foreman
Gerber, James, Forester
Jenkins, Wayne, Supervisory Technician
Miller, Larry, Forestry Technician
Pullman, Joseph, Forestry Technician
Roberts, Brent (Ronald), Civil Engineering Technician
Sengl, Robert, Supervisory Civil Engineer
Wickwire, David, Supervisory Forester

TOIYABE NATIONAL FOREST

Botts, Neil, Supervisory Forestry Technician
Brugger, Paul, Forestry Technician
Fitzgerald, Stanley, Fire Business Management
Genz, Kenneth, Range Conservationist
Henderson, Charles, Forester
Kaldhusdal, Eugene, Forestry Technician

UINTA NATIONAL FOREST

Balmforth, Joel, Civil Engineering Technician
Cummings, Faun Dene, Resource Clerk
Reed, Jolene, Administrative Officer

WASATCH-CACHE NATIONAL FOREST

Anderson, Wayne, Mountain View District Ranger
Atkinson, George, Supervisory Forestry Technician
Baker, Calvin, Rangeland Management Specialist
Brannan, James, Supervisory Contract Specialist
Evans, Darlene, Computer Programmer Analyst
Fletcher, Roger, Cartographic Technician
Flowers, Wendell, Cartographer
Harry, Jack, Cartographic Technician
Hoffman, Byron, Civil Engineer
Hulse, Floyd, Supervisory Management Program Analyst
Jackson, Larry, Fleet Equipment Specialist
Jackson, Susan, Administrative Officer
Johnsen, Larae, Resource Clerk
Kingsella, Lawrence, Computer Programmer Analyst
Kofford, Joanne, Budget Analyst
Manning, Russ, Land Surveyor
Maw, Blaine, Cartographer
Olson, Doyle, Engineering Equipment Operator
Ostergaard, Clark, Landscape Architect
Pinney, Jay, Imagery Analyst
Vasquez, Elias, Cartographic Technician
Wheeler, Jim, Construction Representative
Withers, Melvin, Cartographic Technician

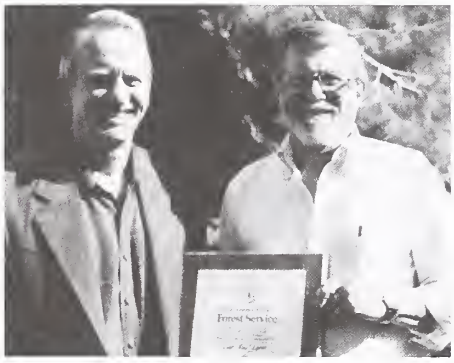
TOIYABE VOLUNTEER WINS NATIONAL AWARD!

Volunteering takes initiative—looking into your heart and knowing that you really want to help other people, with no constraints or guarantees of reward.

Volunteering takes willingness—offering, of your own free will, your services, skills, and talents because you believe in the value of what you are doing.

For the past ten years, the Forest Service has been fortunate to encounter a caliber of volunteers like Clair "Buddy" Lyons who showcases these volunteerism ideals of initiative and willingness.

And now, the Toiyabe National Forest proudly announces that Buddy Lyons is the 1994 recipient of the USDA Forest Service Volunteers Program National Award for Individual Volunteer Service. Out of 112 nominees, nationwide, Buddy received this top recognition for his "Exemplary Volunteer Service" on the Spring Mountains National Recreation Area (SMNRA) in Las Vegas.



Toiyabe Forest Supervisor Jim Nelson presents Buddy Lyons with the National Award for Individual Service.

Buddy was presented with the award on May 23 at a surprise party the Forest hosted. The Clark County Commissioner presented Buddy with a silver spur in recognition of his outstanding efforts, and he received letters of commendation from Nevada's congressional delegation. Buddy even became a local star—Las Vegas area media covered the event!

Buddy began serving as the volunteer coordinator on the SMNRA nearly ten years ago, and has contributed close to 10,000 hours to the Forest volunteer program. Buddy began his volunteer career for the SMNRA (formerly the Las Vegas Ranger District) as a campground host. In his second year as a host, Buddy was approached to coordinate the SMNRA volunteer program—a program that, although in place, was in much need of direction.

Since that time, Buddy has been instrumental in developing the volunteer program which has turned out to be an indispensable asset and a valuable part of the SMNRA's management plan. His coordination of the program has been key in the completion of over 60,000 man-hours of quality work by volunteer groups and individuals. In the last four years alone, Buddy has coordinated 44,190 man-hours with project accomplishment figures of $411,057.

Buddy's enthusiasm really encourages people to become involved in volunteer projects. His approach is very customer-oriented—he began practicing TQM even before it caught on with the Forest Service. His people-oriented approach is evident in the way he gains public support and in his altruistic interest in serving the public.

In addition to coordinating volunteer projects, Buddy also prepares the annual human resource projects reports and spends a lot of time making sure letters of recognition are sent out to volunteers.

SMNRA Ranger Jim Tallerico said, "There is no way to put a price tag on the valuable assistance that Buddy has provided to the Forest Service over the years. Because of his enthusiasm and ability to communicate well, the volunteer program here has been effective, partnerships have increased, a large number of quality volunteer projects have been completed, and money has been saved. Most of all, the outdoor recreational experience of southern Nevadans in the Spring Mountains has been richly enhanced."

Above all, Buddy says he gets pleasure out of helping people do something they really want to do. He can relate to them because that was his situation when he began volunteering for the Forest Service. Buddy's career was in electrical wholesale, but his hobby had always been the outdoors, where he spent his free time. About ten years ago his health took a downturn, and it was about that time that Buddy began volunteering for the Forest Service doing what he really wanted to do—work in the outdoors.

Forest Service Chief, Jack Ward Thomas, said, "This award recognizes Buddy's volunteer contributions of his time and skills to public service in assisting with the Forest Service mission of "Caring for the Land and Serving People."

Buddy Lyons is an outstanding volunteer. Like a fine friend, he is also very enjoyable to work with, due in part to his consideration of workloads and time constraints among personnel, as well as his appreciation of the Forest Service's land management goals.

Buddy's work for the Forest Service demonstrates a level of dedication and skill deserving of this national recognition. Warm congratulations and thanks go out to Buddy for his many contributions.

by Betty Blodgett
Public Affairs Specialist
Toiyabe National Forest

Heber Ranger District Receives Award

The Heber Ranger District of the Uinta National Forest recently received a Volunteer Service Award from Secretary of the Interior Bruce Babbitt. The District was awarded for its outstanding commitment to the stewardship of America's public lands and natural and cultural resources in relation to the Mill Hollow Stewardship project. The District also received the "Take Pride in Utah" award from Utah Governor Leavitt for this same project.

The Mill Hollow project was a shoreline stabilization project that began with a District work day in August 1992. Various volunteer groups have since helped, including 250 scouts who completed their Eagle projects at the Mill Hollow site.

In June 1993, under direction of project leader Jim Percy, the Uinta held another Forest work day at Mill Hollow. The project was carefully planned and executed using the Incident Command System. Work groups were organized into seven different sections, and employees chose which portion of the project they would work on. Employees anchored logs along parts of the shoreline, planted grass, built a lower trail so folks could sit along the shore and fish, and built an upper level trail for hikers. The District workers enjoyed their day and found that great things can be accomplished by working as a team.

Visitors at Mill Hollow noted the beehive of activity taking place at the work day. One visitor summarized it well when she said, "You folks really seem to know how to have fun while you work. It's impressive how much a dedicated bunch of people can get done in a short time."

Congratulations to Heber Ranger District for the fine job they have done in completing the Mill Hollow project, making it a success, and receiving these two prestigious awards.

by Lola Murray
Information Assistant

Uinta NF employees place erosion blankets and stabilization structures at Mill Hollow Reservoir.

Uinta workers seed area around the reservoir.

Thompson Honored for Forty Years of Service

Manti-La Sal National Forest Range Conservationist, Bob Thompson, was honored recently by the Forest for completing forty years of federal service with the Forest Service. Bob also received a citation signed by Secretary of Agriculture Mike Espy.

Bob began his career in 1951 as a seasonal Range Aid with Forest Service Research at the Boise Research Center. Bob received his first permanent position on the Manti-La Sal Forest in 1958 as a Range Conservationist, and has since had numerous assignments assisting other Forest Service and research units as he continued his career on the Manti-La Sal.

A noted plant taxonomist, Bob has received many awards, including having a plant named after him. The plant, found on Cedar Mountain, was named *"Tilinum thompsonnii."* Bob said that after 40 years, the one highlight that sticks with him was his work in Pleasant Creek where he helped rehabilitate the high mountain watersheds above Mount Pleasant which stopped the disastrous flooding that had brought havoc to the town.

Paiute ATV Committee Wins Honor

The Paiute ATV Trail Committee has been named Sevier County's "Economic Development Business of the Year" by the County Economic Development Advisory Board in association with the Six County Economic Development District, a subsidiary of the Six County Association of Governments.

The Trail Committee was selected for its continued contribution to the economic well-being of Sevier County, Utah. The committee is a unique coalition of representatives from the Forest Service, Bureau of Land Management, Utah Division of Parks and Recreation, county and municipal governments, commercial businesses and private citizens which oversees the development, management and promotion of the Paiute ATV Trail.

Mountain City District Rewards Ranchers

The Mountain City Ranger District of the Humboldt National Forest recently presented awards to several local ranchers in appreciation for the work these ranch families have done to improve management on National Forest lands.

District Ranger Jack Carlson said, "We felt the need to recognize the hard work, commitment and cooperation these individuals have shown toward good land stewardship." The awards were given in response to the proactive and progressive actions taken by these ranchers to improve resource conditions, for the concern they have shown for other resources on their allotments, and for their active involvement in working with the Forest Service to improve grazing management.

"Buyout" has had quite an impact on the Regional Public Affairs Office. The loss of Colleen Anderson and Richard Pine meant shifts in environmental education and all our information services including the Intermountain Reporter. Special thanks to Guest Editor Meghan Reynolds, public affairs coop from the Payette National Forest. Meghan came to the Regional Office on detail for a week, and put together this edition of the Intermountain Reporter. We plan to get the "Reporter" back on a semi-monthly schedule, so keep those articles coming in. I'd also appreciate your feedback and ideas on future topics and areas this Regional publication should address.

Thanks!
Cindy Chojnacky, Editor, Intermountain Reporter

Richard Rogers Earned Bob Day Memorial Award

Salmon National Forest Range Conservationist Richard Rodgers, who passed away February 26, was awarded the Bob Day Memorial Award for 1993. The Bob Day award is presented annually to an individual in the Intermountain Region who has exhibited courage and integrity in the face of major personal challenges.

In nominating Rich for the award, Forest Supervisor John Burns noted Rich's courage and positive attitude after he was diagnosed with cancer in November 1992.

"When Rich was not involved in treatments, he was at the helm of the range team, directing activities, responding to letters and inquiries, setting schedules for monitoring efforts, and riding his share of allotments. Throughout this difficult time, Rich kept a positive attitude about his condition and his work, provided true leadership to the range team and produced positive results in their work. He continued to be involved in community affairs such as Toastmasters International, Rocky Mountain Elk Foundation, Missouri Fox Trotters Association, and the Methodist Church. To say that Rich inspired those of us who worked with him is an understatement. He displayed an exceptional amount of dedication and courage in the face of overwhelming adversity, and I believe him to be a most deserving recipient of the Bob Day Memorial Award," Burns said.

A plaque, representing the award, was given to Rich's wife, Sue, of Salmon, Idaho.

TARGHEE GETS A NEW SUPERVISOR

The new Targhee Forest Supervisor—Jerry Reese.

Jerry Reese reported May 15 as the new forest supervisor of the Targhee National Forest in St. Anthony, Idaho.

Jerry is certainly no stranger to the Intermountain Region. He was raised in southeastern Idaho and graduated from Idaho Falls High School. In fact, his father, Bruce Reese, was district ranger in Idaho Falls and Ashton in the 1960s. The Ashton is one of five ranger districts that Jerry will administer as the Targhee Forest Supervisor.

But his familiarity with the Intermountain Region of the Forest Service doesn't end there. He held a variety of resource management positions on the Humboldt National Forest in Nevada, the Bridger-Teton National Forest in Wyoming, the Sawtooth National Recreation Area, and the Salmon and Sawtooth National Forests in Idaho. Assignments outside Region 4 were on the Custer National Forest and Lewis and Clark National Forest in Montana, and the Little Missouri National Grasslands in North Dakota.

As the resource staff officer on the Lewis and Clark National Forest, he was responsible for integrated management of all resource programs in an ecosystem management framework. Particular focus was on recreation and wilderness programs associated with the Bob Marshall Wilderness and resource coordination with grizzly bear and gray wolf recovery programs in the Northern Continental Ecosystem.

Jerry was part of the Legislative Affairs staff in the Washington Office for the last four years, where he has currently served as the acting director. Prior to that he was acting forest supervisor of the Flathead National Forest in Montana.

Jerry earned both his bachelor's degree in forestry (1968), and his master's degree in range management (1970) at the University of Idaho. He is a member of the Society for Range Management.

Barbara, Jerry's wife, is a native of Blackfoot, Idaho. The Reeses have two sons—Bruce who's 27 and Steve, 22.

In anticipating his upcoming move to St. Anthony, Jerry said, "Barbara and I are looking forward to returning to Idaho and to working with the people and management programs on the Targhee National Forest. Although we have enjoyed the activities and cultural pursuits in Washington, DC, and New York City, we are excited about being able to resume the outdoor sports we love—for me, that's fly fishing and hunting, and we both love to ski."

Personnel

REGIONAL OFFICE

Awards

HAROLD SKOW, Computer Specialist, IS - $650 for outstanding performance in the technical support of Oracle.

LARRY I. HINDMAN, Regional Helicopter Specialist, A&FM - For exceptional availability and assistance to National Forests, other Regions and the Washington Office. He exhibited outstanding performance in establishing and ensuring acceptance of national standards involving helicopter rappel training.

JONATHAN C. MORRIS, ORA, P&B - For your outstanding effort in preparing the proposals for the Idaho PACFISH EIS.

ROBERT L. DAVIS, FP Appeals Manager, P&B - For an outstanding effort in preparing the proposal for the Idaho PACFISH EIS.

LEONARD C. FARR, Supervisory Forester, TM - $500 for outstanding contributions and support to the mission of the Boise National Forest while serving as Acting Timber Staff Officer.

ELIZABETH M. KING, Technical Information Specialist, E - $225 for speaking skills obtained through presentation of 10 speeches in the Regional Office Speakeasies organization.

PATRICIA L. GARDINER, Supervisory Information Specialist, E - $500 for outstanding performance of duties and customer satisfaction. Heavy, demanding workloads are accomplished in a timely, professional manner.

LARRY J. DURK, Equipment Specialist (Automotive), E - $500 for efforts in working with equipment manufacturers to obtain 7-year extended warranties on all-wheel drive motor graders.

RENE A. RENTERIA, Civil Engineer, E - $300 for assisting 9 National Forests in disposing surplus nuclear gauges at a cost savings.

BRENT D. LAW, Electrical Engineering Technician, E - $500 for outstanding performance during 1993.

SALLY A. JOHNSON, Equipment Specialist, E - $500 for an outstanding job in providing support and assistance to the WO, Forests and RO staffs, and enthusiastic customer service.

KEN L. PAGE, Civil Engineer, E - $300 for excellent service to the Forests in the mitigation of asbestos.

RICHARD J. BIRD, Structural Engineer, E - $500 for sustained outstanding performance.

LEANN TRACY, Payroll Clerk, E - $500 for continued excellence in processing Time and Attendance Reports for fiscal years 1992 and 1993 with an error rate of less than one percent, and for responsive service to all customers.

WILLIS C. SELF, III, Hydraulics Engineer, E - $300 for valuable technical assistance to the Dixie Forest in management of trespass, CUP and new, old, and failing dams.

GARY W. GIBBONS, Architectural Technician, E - $300 for superior and independent performance in designing four remodel and accessibility projects—all done with a limited amount of supervision.

GILBERT M. LEVESQUE, Architect, E - $300 for outstanding and independent performance of responsibilities in designing the Sanpete RD office building and related site development.

JOHN A. REHMER, Landscape Architect, E - $300 for independent action and excellent work during a 3-month period without technical supervision.

WAYNE T. BEDDES, Civil Engineer, E - $500 for exemplary service to a majority, if not all, of the RO and Forest staffs in support of microcomputer-based technology. He received an outstanding performance rating for both FY 1992 and 1993.

MICHAEL J. LUNT, Supervisory Cartographer, E - $225 for speaking skills obtained through the presentation of 10 speeches in the Regional Office Speakeasies organization.

LAURIE COX, Voucher Examiner, FPS - $100 for taking on additional workload above and beyond her regular duties to keep payments and obligations current during December 1993 through March 1994.

ELLEN MCCONKEY, Budget Assistant, FPS - $100 for taking on additional workload above and beyond regular duties to keep payments and obligations current during December 1993 through March 1994.

DANA HOSKINS, Student Trainee-Accounting, FPS - $100 for taking on additional duties of keeping payments and obligations current above and beyond regular training duties.

Group

EUGENE WATSON, Human Resources Program Director, PM; and CLYDE LAY, Facilities Engineer, E ($250 each); COLLEEN ANDERSON, Public Affairs Specialist, PAO; and GLENDA MOORE, Computer Specialist and Typist, P&B ($200 each) - For an outstanding job in developing the Bear River Job Corps Civilian Conservation Corps Partnership Proposal.

ASHLEY NATIONAL FOREST

Length of Service

RULEN WOOLLEY, Forestry Technician, Duchesne RD - 10 years.

MARGARET DOWD, Visitor Information Specialist, Flaming Gorge RD - 10 years.

JOHN NEELING, Supervisory Forestry Technician, Flaming Gorge RD - 10 years.

DALE GRAY, Computer Programmer Analyst, SO - 20 years.

ROLAND LEIBY, Hydrologist, SO - 20 years.

KELLY WILKINS, Forestry Technician, Vernal RD - 20 years.

DARRELL JOHNSON, Forester, SO - 30 years.

BOISE NATIONAL FOREST

Quality Step Increase

CHRIS SIMONSON, Supervisory Forestry Technician, Emmett RD - For sustained performance in both FY 1992 and 1993.

WILLIAM GEER, Realty Specialist, SO.

MARILYN BENNETT, Resource Assistant, SO.

DARLA ARANA, Resource Assistant, SO - For outstanding leadership, support and service to the Forest's timber sales program and for outstanding service to District staff processing timber sale statements of account.

Special Act

JACQUIE BROTHERS, Support Services Supervisor, Idaho City RD - For completing regular program of work to a very high standard as evidenced by the positive remarks after the recent Business Management Review, while taking on the additional responsibilities of purchasing.

DON CORLEY, Fishery Biologist, SO - For superior performance in determining the status of the bull trout on the Forest.

TIM BURTON, Fishery Biologist, SO - For sustained superior performance in managing the Forest's fisheries program with special emphasis on salmon and bull trout.

STEVEN KOZEL, Fishery Biologist, SO - For superior performance in assessing and protecting the threatened Snake River chinook salmon.

JOHN ERICKSON, Wildlife Biologist, SO - For sustained superior performance in managing the Forest's wildlife program, with special emphasis on leadership in NEPA training of Forest biologists.

ANDY ANDREWS, Fishery Biologist, SO - For sustained superior performance in managing anadromous fisheries on the Forest.

TIMOTHY HEALEY, Forestry Technician, Emmett RD - For outstanding quality of work and leadership in the fire organization and prescribed burning activities.

SCOTT WILSON, Forestry Technician, Garden Valley RD - For outstanding performance in the assumption of additional duties and responsibilities as a Squad Boss for Boise Hot Shots.

KEITH PENROSE, Forestry Technician, Garden Valley RD - For sustained superior performance and leadership as Squad Boss for the Boise Hot Shots for the 1992 and 1993 fire seasons.

JASON THRONGARD, Personnel Management Specialist, SO - For outstanding contribution to management of the OWCP program. Your initiative and attentiveness to coordination with management and claimants has resulted in OWCP cost savings and deterred future OWCP cost.

Spot

DIANE MCCONNAUGHEY, Computer Specialist, SO - For providing maps to verify land type associations and for the map produced.

MICHAEL BROCK, Archeological Technician, SO - For creating the program that allows us to "put to use" the land types and the land associations.

JODY HOWARD, Information Assistant, SO - For using her outstanding and imaginative abilities to write, edit and produce "Agents of Change."

CHRIS REIGHN, Fisheries Biologist, SO - For effective and timely completion of stream bank/riparian monitoring in Bear Valley assuring Forest Service compliance with the Endangered Species Act.

KAREN NORTHLAND, Purchasing Agent, SO - For special effort and personal dedication in assisting the SO Engineering Staff with procurement issues.

CURTIS WRIGHT, Materials Handler, Warehouse - For support and a positive contribution during the Personnel Office remodeling project and resulting relocation.

TAMARA JENNER, Computer Specialist, SO - Provided critical assistance in the accuracy assessment of Landsat Satellite Imagery. Aerial photo interpretation, stand exam, harvest and fire history, and personal knowledge of vegetation cover were used in the assessment.

TODD FLUCKIGER, Forestry Technician, SO - Responsible for storage of over 6 million seedlings in 9 days with no mix-ups.

MICHAEL CHALOUPKA, Forestry Technician, Dispatch - For exceptional service as a contract inspector on the Lucky Peak Nursery seedling processing contract when a record was set for processing 919.76 thousand seedlings in an 8 hour day.

Time Off Award

LYNETTE BERRIOCHOA, Public Affairs Specialist, SO - For consistently superior production of the highest quality video and print news for distribution to commercial organizations in Southwest Idaho which has immeasurably added to a successfully informed and involved public.

Promotions

STEVEN FLOOD, Hydrologic Technician, Panhandle NF to hydrologic Technician, Emmett RD.

NATHAN LANCASTER, Student Trainee-Forestry, Lowman RD.

KIT BUELL, Wildlife Biologist, Cascade RD to Interdisciplinary, White River NF.

MARY STRANDBERG, Biological Technician, Lowman RD.

MARK LEIS, Forestry Technician, Cascade RD.

Resignations

BARBARA MORGAN, Outreach & Retention Specialist, SO, to State of Idaho.

JOANMARIE ENGEL, Purchasing Agent, Idaho City RD.

BRIDGER-TETON NATIONAL FOREST

Cash

MARY SKINNER, Information Assistant, Pinedale RD - For superior performance as Information Assistant, thus improving customer service on the District.

ANITA DOUGLAS, Resource Clerk, Pinedale RD - For superior performance and for providing quality service in all areas of business management and computer maintenance.

STEVE VANLERBERGHE, Supervisory Forestry Technician, Grey's River RD - For job performance which exceeded job requirements in accomplishing 100 percent of potable water samples in 1993, and implementing the 1992 Greater Yellowstone area outfitter policy on the District.

Spot
DIANNA LEVASSEUR, Forestry Technician, Kemmerer RD - For taking the initiative to gain the District recognition in the use of rental cabins by effectively involving the news media and Wyoming Travel Council.
EDWARD DISNEY, Lead Range Technician, Buffalo RD - For outstanding leadership for the winter recreation program on the District, including raising the Forest Service profile, improving relationships with permittees and grooming and signing trails.
PATRICIA HAINES, Support Services Supervisor, SO - Awarded "Employee of the Quarter" for enthusiasm and dedication to customer service exhibited daily, giving assistance to all employees of the Forest, and inspiring them to make the best better.

Appointment
BARBARA FRANKLIN, Hydrology Technician, Pinedale RD.

Promotion in Place
ELWOOD BURGE, Rangeland Management Specialist, Big Piney RD.

Resignation
TIANCHI WANG, Operations Research Analyst, SO.

CARIBOU NATIONAL FOREST
Cash
JAY ROMINE, Range Technician, SO - An award from the Bridger-Teton Forest for serving as inspector and C.O.R. on the Forester Dell Drift Fence, including laying out the fenceline, handling communications with contractors and inspecting the project.

Group
RONALD WALTERS, Wildlife Biologist; ERIC MATTSON and SHAWN MULDOON, Forestry Technicians; and AGNES LEWIS, Resource Clerk, Montpelier RD - For working as a team to make breakthroughs in changing the District's ethics and attitudes and helping to establish a TQM safety program.
MARILYN K. MERRILL, Procurement Assistant, SO; TAMMY SMITH, Procurement Clerk, SO; TIMOTHY JOHNSON, Supervisory Contract Specialist, SO; CALVIN DENISON, Contract Specialist, SO - For performance beyond normal requirements during the absence of the senior contracting officer in the Idawy Procurement Group.

Spot
RANDALL MICHAELSON, Civil Engineering Technician; DEBRAH TILLER, Landscape Architect; JAN HUNT, Accounting Technician; MARY REYNOLDS, Pay Technician; and EVELYN ROEDER, Civil Engineering Technician, SO - For serving on an employee team to work out details of the move of the Supervisor's Office; to make sure that employees and all the furnishings would fit into the new space; to negotiate with fellow employees to make the move as amenable as possible. It required overtime and weekend work. They also had to put aside priorities to meet their charter.

Promotion in Place
SHAWN A. MULDOON, Forestry Technician, Montpelier RD.

CHALLIS NATIONAL FOREST
Extra Step Award
BILL BROADBEAR, Forester - For taking the extra step required to promote the RAPS Program on the Manti-La Sal National Forest.

Length of Service
BILLY J. DYE, Forester, 30 years.

Promotion
NEIL ANDERSON, Fish Biologist, Selway RD to Fish Biologist, Yankee Fork RD.

DIXIE NATIONAL FOREST
Cash
DONALD L. MOSIER, Forestry Technician, Escalante RD - For planning, coordinating and constructing seedling storage and a handling facility on the District. His work resulted in a high quality facility which will improve seedling survival.
MICHAEL F. REESE, Engineering Aid, SO - Received the "Unsung Hero Award" for outstanding work as a mechanic and for providing excellent customer service to his fellow employees.
PATRICIA ANN LARSON, Information Receptionist, Pine Valley RD - Received the "Innovator of the Year Award" for development of the new "Front Desk Survival Guide" which provides essential information and instructions for anyone serving the public in a reception area.
JANICE JENSEN, Resource Clerk, SO - For superior performance as the Secretary of the Dixie Forest Advisory Council in 1992-1994.
MICHAEL F. REES, Engineering Aid, SO - For a superior level of performance in 1993 as a mechanic helper. He performed above the requirements of his position and maintained the fleet in a safe and economical manner.
GARLAN W. MITCHELL, Auto Equipment Repair Inspector, SO - For performing at a superior level in 1993 as a mechanic. His dedication has reduced fleet equipment rates and helped the WCF shop maintain a high level of performance.
KIM J. SOPER, Forestry Technician, and DAVID F. HARRIS, Range Technician, Powell RD - For demonstrating exceptional skills during 1993 in constructing trails, trailheads and recreation facilities to a very high standard.
STEVEN M. DODDS, Supervisory Land Surveyor, SO - For a willingness to creatively accommodate the U.S. Geological Survey Trimble SSE Received NAPP Utah Project. This project resulted in the Dixie acquiring over $2,000 in computer equipment with cost.
MAX E. MOLYNEUX, Landscape Architect, SO - For being an innovative thinker and getting all who he works with to stretch their imaginations into new and exciting areas.
JOHN R. SHOCHAT, Range Conservationist, SO - For high levels of expertise and skill in planning and managing the budget in the recreation, lands, minerals and cultural resources section.
KATHLEEN A. SLACK, Realty Specialist, SO - For relentless dedication leading to completion of the difficult and challenging Coombs Land Exchange.
MARIAN JACKLIN, Archeologist, SO - For outstanding effort and dedication in gaining public understanding and appreciation of cultural resources on the Forest and in southwestern Utah.
DONALD G. YOUNG, Forester, Powell RD - For maintaining the highest standards in excellence in the reforestation program over the last 35 years.

Employee Suggestion
PATRICIA A. LARSON, Information Receptionist, Pine Valley RD - For completing a "Front Desk Survival Guide" which is a book with step-by-step instructions for Frontliners and staff employees.

Length of Service
RANDALL R. HAYMAN, Forester, Cedar City RD - 10 years.
MICHAEL L. MONTGOMERY, Hydrologist, Teasdale RD - 10 years.
MARY K. STATHIS, Support Services Supervisor, SO - 10 years.
DONALD F. TINSLEY, Forestry Technician, Cedar City RD - 10 years.
MARK E. VAN EVERY, Public Affairs Officer, SO - 10 years.
DAVID A. BARONDEAU, Supervisory Forester, Escalante RD - 15 years.
THOMAS A. CONTRERAS, Pine Valley District Ranger - 15 years.
CONNIE KLEESE, Accounting Technician, SO - 15 years.
CATHERINE M. LEFEVRE, Supervisory Computer Program Analyst, SO - 15 years.
RICHARD N. RINE, Land Management Planner, SO - 15 years.
KEVIN R. SCHULKOSKI, Escalante District Ranger - 15 years.
THOMAS H. TALBOT, Engineering Equipment Operator, SO - 15 years.
FREDRIC R. YBRIGHT, Forestry Techncian, Pine Valley RD - 15 years.
STEVEN G. HATCH, Civil Engineering Technician, SO - 20 years.
DIANE D. HOLMES, Accounting Technician, SO - 20 years.
LLOYD A. BENSON, Forestry Technician, SO - 25 years.
DANIEL H. DEISS, Supervisory Land Use Planner, SO - 25 years.
WILLIAM C. HIPP, Range Technician, Pine Valley RD - 25 years.
BARRY J. JOHNSON, Forester, SO - 25 years.
GARLAN W. MITCHELL, Automotive Equipment Repair Inspector, SO - 25 years.
DAVID A. RICKS, Forestry Technician, SO - 25 years.
VICKI T. ROSENBERG, Support Services Supervisory, Pine Valley RD - 25 years.
JOHN DELOY DUTTON, Engineering Equipment Operator Foreman, SO - 30 years.
BRENT L. MACE, Recreation Resource Mining Specialist, Cedar City RD - 30 years.
RONALD S. WILSON, Cedar City District Ranger - 30 years.
SIGUR C. STAVRAN, Forest Engineer, SO - 35 years.
DONALD G. YOUNG, Forester, Powell RD - 35 years.

Quality Step Increase
TAMERA L. DRAPER, Support Services Supervisor, Teasdale RD - For outstanding work in all phases of her position, especially in dealing with and taking the lead on the budget process.
EVAN L. BOSHELL, Wildlife Biologist, Powell RD - For outstanding performance and continuing excellence in revising allotment management plans on highly controversial allotments.

Promotions
CHARLENE H. WOOLSEY, Support Services Supervisor, Escalante RD.
DIANE D. HOLMES, Accounting Technician, SO to Financial Assistant, SO.

Promotions in Place
CATHY L. EVANS, Civil Engineer, SO.
DAVID M. KEEFE, Forester, Escalante RD.
ANNE LOUISE SHAFER, Wildlife Biologist, Escalante RD.
RICHARD D. MADRIL, Range Conservationist, Teasdale RD.

Resignation
TABARIUS D. GAY, Student Trainee-Forestry, Escalante RD.

FISHLAKE NATIONAL FOREST
Cash
DELLA RASMUSSEN, Computer Assistant, SO - For exceptional performance of extra duties in the mail/file and purchasing areas while continuing to perform her regular duties in a high quality manner.
ROBERT LEONARD, Archeologist, SO - For exceptional personal effort and enthusiastic attitude in designing and making the SO lobby renovation and Bullion Canyon Miners Park interpretive area a reality.
TRINA RANDLES, Accounting Technician, SO - For superior performance which substantially exceeds the normal requirements of her job.

Group
CINDY KESLER, Forestry Technician, Beaver RD; JUNE PETERSON, Procurement Assistant, USAC; SHARON ROBISON, Support Services Specialist, Fillmore RD; MIKE SMITH, Soil Scientist, SO; KENT TRAVELLER, Dixie NF; and BOB TUTTLE, Range Conservationist, Richfield RD - For exceptional contributions to TQM on the Fishlake Forest from 1991-1994.

DEL BARNHURST, Supervisory Range Conservationist, Fillmore RD; MARLEEN CHAPPELL, Clerk Typist, Loa RD; FLORENCE KEHR, Support Services Specialist, Beaver RD; MAX LARSEN, Forestry Technician, Richfield RD; DELLA RASMUSSEN, Computer Assistant, SO; and JOYCE RICHEY, Personnel Management Specialist, SO - For exceptional contributions to TQM on the Fishlake Forest from 1991 to 1994.
SCOTT DURFEY, Utility Systems Repairer-Operator, Loa RD; KENT TRAVELLER, Dixie NF; CINDY KESLER, Forestry Technician, Beaver RD; STEVE WINSLOW, Resource Specialist, Beaver RD; MAX LARSEN, Forestry Technician, Richfield RD; VAL NORMAN, Forester, Richfield RD; and DAVE JEPPSEN, Civil Engineer, SO - For a greater than 98 percent rating in water system management and operation in 1993.

HUMBOLDT NATIONAL FOREST

Special Act Award
KATRINA CHRISTENSEN, Student Trainee-Range Conservation, Mountain City RD - For outstanding accomplishments in the minerals and lands programs on the District.
DONALD CARPENTER, Supervisory Natural Resource Specialist, Mountain City RD - For outstanding leadership and commitment in completing the Jerritt Mine Expansion EIS.

Cash Award
MARY BETH MARKS, Geologist, SO - For outstanding efforts in preparation of Jerritt Canyon Mine Expansion EIS.
STEVE ANDERSON, Wildlife Biologist, SO - For outstanding efforts in preparation of Jerritt Canyon Mine Expansion EIS.
CHRIS BUTLER, Hydrologist, SO - For outstanding efforts in preparation of the Jerritt Canyon Mine Expansion EIS.
DOUGLAS CLARK, Minerals Forester, Mountain City R.D. - For outstanding efforts in preparation of Jerritt Canyon Mine Expansion EIS.
IRENE SMITH, Cartographic Technician, Mountain City RD - For outstanding efforts in preparation of Jerritt Canyon Mine Expansion EIS.
JED PARKINSON, Supervisory Civil Engineer detailed from Tongass-Chatham NF, also received award for help on the Jerritt Canyon Mine EIS.

Spot
DAVID KERN, Forestry Technician; TERI HANEY, Support Services Specialist; LINDA WHITETRIFARO, Wildlife Biologist; DAVE AICHER, Range Conservationist; DIANE BRADY, Support Services Specialist; JUDITH POCH'E, Forestry Technician; SCOTT BELL, District Ranger; TINA GAST, Natural Resources Specialist; STEVE WILLIAMS, Supervisory Rangeland Management Specialist; DAVID KERN, Forestry Technician.

Conversion
ERIC MCQUAY, Student Trainee-Forestry, Coleville NF to Forestry Technician, Ruby Mountains RD.

Promotion/Reassignment
KAREN JIMMY, Office Automation Clerk, Mountain City RD to Office Automation Clerk, Bureau of Indian Affairs, Portland Area Office.

Reassignment
TAMMY PARKINSON, Budget Analyst, SO to Budget Analyst, Tongass-Chatham NF, Sitka, Alaska.

Resignation
ANDY PETERSON, Engineering Equipment Operator Foreman, SO.
MARSHA HOLFORD, Personnel Clerk, SO.

Temporary Promotion
RAY CRUMPTON, Engineering Equipment Operator, SO, to Engineering Equipment Operations Leader, SO.

MANTI-LA SAL NATIONAL FOREST

Cash
FRED KAMINSKI, Forestry Technician, Price RD - A 1993 Above and Beyond Safety Award for taking extra effort to facilitate the District's chainsaw training and CPR/first aid training and for improving communication.
ALICE YELLOWMAN, Information Receptionist, Monticello RD - For extra effort during the 1993 holiday season in meeting customer needs while keeping the District's office equipment running.

Length of Service
ODELL CHRISTIANSEN, Forestry Technician, Sanpete RD - 10 years.
JANETTE ARCHIBEQUE, Administrative Officer, SO - 20 years.
THOMAS H. SHORE, Sanpete District Ranger - 20 years.
MICHAEL T. SMITH, Civil Engineering Technician, SO - 30 years.

PAYETTE NATIONAL FOREST

Cash
BARRY K. MATHIAS, Supervisory Communication Management Specialist, SO - $500 for outstanding efforts in bringing safety issues, concerns and programs to the employees in Region 4.
DAVID R. MYERS, Range Conservationist, New Meadows RD, and VICKI KELLERMAN, Outdoor Recreation Planner, McCall RD - For their contributions to the winter recreation planning process.
JAMES L. DAVIS, Supervisory Forestry Technician, McCall RD - Received the 1993 Dahlgren Award for lifelong achievement in the area of reforestation.
ALMA M. HANSON, Forest Botanist, SO - For developing the threatened, endangered, and sensitive plant program. Wrote the standards and guidelines for TES biological evaluations being used Regionwide.
GORDON TITUS, Civil Engineering Technician, SO - Recognized as the outstanding safety person in the Engineering Branch in 1992.
STEPHEN L. DONNELLY, Forester, SO - For preparing the publication, "Spring Burning by Habitat Type in Relation to Artificial Reforestation."
JOANNE FRY, Computer Assistant, Council RD - For taking on the additional duties of Forest Coordinator of the DG computer training courses.
HECTOR MADRID, Forestry Technician, Smokejumper Base - For outstanding service during the 1992 fire season.
FRANKIE ROMERO, DENNIS GEVING and ROGER STAATS, Forestry Technicians (Smokejumpers), Smokejumper Base - For outstanding service during the 1992 fire season.
LAURIE S. DOUGLAS, Forester, Council RD - For efforts in completing the Filly Creek thinning project.
VIRGINIA STILLMAN, Computer Assistant, New Meadows - For participation in the R-4 training cadre for CLI, SED, DG, system management, CEO and TEX.
CHRISTINE A. DIXON and LILLIAN BEAR, Forestry Technicians, Council RD - For an exceptional attitude and high quality/high quantity work during the 1991, 1992, and 1993 field seasons.
LEON NEWMAN, GEORGE T. GARDNER and PAUL RILEY, Forestry Technicians, and OLIVER GALLOWAY, Lead Forestry Technician, Council RD - For 10 years of dedicated effort, can-do attitude, and excellence in completing work assignments.
STEVEN L. COWGER, Lead Forestry Technician, BRYAN W. BROWN, and DIANA L. SAXTON, Forestry Technicians, Council RD - For 5 years of dedicated effort, can-do attitude and excellence in completing work assignments.
MARVIN R. GRAY, MICHAEL R. HAMPTON and LYNN B. MORRIS, Engineering Equipment Operators, Council RD - For 10 years of dedicated effort, can-do attitude and excellence in completing work assignments.
CONNIE COULTER, Resource Clerk, SO - For willingly accepting, seeking and completing projects in addition to regular work assignments.
DEBORAH F. MITTELSTEDT, Forestry Technician, New Meadows RD - For efforts in completing the 1993 roadless area timber sales while maintaining/improving the quality of her regular work.
DOUGLAS J. HEYREND, Forestry Technician, New Meadows RD - For excellent assistance in completing the Lower Elkhorn and North Round Valley Timber Sales.
CHRISTINE M. BRUNNER, Forester, New Meadows RD - For leadership and extra effort in completing three 1993 roadless area timber sales.
JESSIE D. RISTAU, Forestry Aid, and HARLEY L. JENKINS, KIRK M. BARNUM, CATHY A. BARNETT and KATHY M. BOLOPUE, Forestry Technicians, New Meadows RD - For efforts in completing the 1993 roadless area timber sales and maintaining/improving the quality of their work.
BILL MARTZ, Forestry Technician, Krassel RD - For 5 years of dedication and service to the District's building and facilities program.
DENNIS GEVING, Forestry Technician Smokejumper, McCall Smokejumper Base - For outstanding support/workmanship during the remodeling the Krassel RD office.
WILLIE ACTON, Forestry Technician, Krassel RD - For an outstanding contribution to the Krassel helitack program while serving as Assistant Helitack Foreman.
JUDITH A. PEREZ, Forester, Council RD - For contributing to District/Forest timber sale targets by completing Harrington Springs and Thorn Creek timber sale contracts.
CLARK A. LUCAS, Forester, Council RD - For outstanding performance and timely preparation of the Steen Creek Fire Salvage Sale.
RANDY SWICK, Land Management Planner, TRONNIE LOSEKE, Budget Analyst, and MATT TURNER, Forester, SO - For outstanding performance as Acting Branch Chief.
MIKE BALBONI, Land Management Planner, SO - For superior performance as leader of the Roadless Area EIS Team.
TED DEMETRIADES, Forester, SO - For outstanding work on the Forest timber inventory.
JIMMIE DEMETRIADES, Forestry Technician, SO - For outstanding work on the Forest timber monitoring plan.
RENEE BIDIMAN, Receptionist, and JUDY MATHIS, Mail Clerk, SO - For significant contributions to the LAC process.
MARCI NIELSEN-GERHARDT, Soil Scientist, Council RD - For superior performance.
CALVIN LEMAN, Forestry Technician (Fire), SO - For outstanding contributions to the LAC process.
VALERIE SHAW, Information Receptionist, SO - For assistance with the LAC process.
JOANNE FRY, Computer Assistant, Council RD - For her contribution to the LAC process.
ELIZABETH LUDVIGSEN, Landscape Architect, and JAMES AMELL, Forestry Technician - For work on the Citizen Action Guide.
PATRICIA STIEGER, Forestry Technician (Wilderness), Krassel RD; SUZANNE MINK, Payroll Clerk, Council RD; and ERIC BRUNDIGE, Smokejumper; TOM FRENCH, Warehouse Foreman; LINDA JOHNSTON, Prchasing Agent; BRUCE LEAF, Warehouse Worker, SO; and ELIZABETH LUDVIGSEN, Landscape Architect, SO - For contributions to the Forest recycling program.
TIM CAHILL, Forestry Technician, Council RD - For outstanding performance.
HOLLY BECKER, Hydro Technician, Council RD - For work contributing to improved water quality in Sheep and Anderson Creek drainages.
LARRY BOEHM, Forestry Technician, Council RD - For outstanding performance.
JAMES WORAS, Survey Technician, SO - For development of data collection software.
PATRICIA STIEGER, Forestry Technician, Krassel RD - For work on a wilderness implementation schedule.
MARGARET ANDERSON, Small Sales Forester, McCall RD - For sustained superior performance.
TOM KELLIE, Range Technician, New Meadows RD - For superior performance.

JERRI ELLER, Clerk Typist, New Meadows RD - For exceptional service.
THOMAS CRAWFORD, Hydro Technician, Krassel RD - For his response to an evironmental incident.
VICKI KELLERMAN, Recreation Planner, McCall RD - For superior performance.
TERESA WHEELER, Forestry Technician, Weiser RD - For outstanding performance.
MATTHEW FOUCH, Forestry Technician, Weiser RD - For outstanding performance.
DOUGLAS HUGGINS, Forestry Technician, Weiser RD - For outstanding performance.
KAY JONES, Tanker Base Manager, SO - For sustained superior performance.
WAYNE HERSEL, Civil Engineering Technician, SO - For outstanding performance.

Group
Roadless EIS Team (AL WRIGHT, CURT SPALDING, RICH UBERUAGA, JIM FITZGERALD, LEIGH BAILEY, ROD JORGENSON, JIM REES, DAVID EDE and MEGHAN REYNOLDS) - For outstanding teamwork in completing roadless timber sale EIS's - 1 FEIS and 6 DEIS between 6/92 and 8/93.
RANDY SWICK, ERIC BRUNNER, TRONNIE LOSEKE, DAVE SPANN, GLEN JACOBSEN, DAVE KENNELL, SUSAN BOUDREAU, and KELLY DYE - For outstanding contributions to the timber cost analysis report.

Quality Step Increase
MIKE BALBONI, Land Management Specialist, SO - For outstanding performance.
ERIN ROHLMAN, Forester, McCall RD - For outstanding work on projects outside normal duties.
BARRY KONCINSKY, Smokejumper, SO - For outstanding performance.

Spot
JUDY A. PEREZ, Forester, Council RD - For her contribution to the McCall District recreation program and assistance with the NEPA document.
TOBI R. SHEPARD, Office Auto Clerk, SO - For excellent work and the ability to absorb, learn and retain new concepts in a first-time office environment.
RAY R. STOUT, HANK G. CLOUSER and KIMBERLY PIERSON, Biological Technicians, and SUE C. FOSTER and SCOTT A. RILEY, Botanists, SO - For exceeding priority expectations/targets for TES plant surveys during the 1993 field season.
JOHN L. LOVITT, Supervisory Forestry Technician, and ROGER LAKE, Animal Packer, McCall RD - For contributions to District trail management, substantially improving past resource damage and meeting public and agency concerns.
AMY STILLMAN, Student Trainee (Forester), Council RD - For crew coordination and field sampling organization while the supervisor was on leave.
DIANE J. YATES, Payroll Clerk, McCall RD - For accepting additional responsibilities of the McCall/Krassel RD's computer systems while exceeding expectations in regular duties.
SHERI KOSOSIK, Supervisory Personnel Assistant, SO - For outstanding performance.

SALMON NATIONAL FOREST

Cash
KENDRA K. SABO, Resource Clerk; JUDY W. ULVESTAD, Office Automation Clerk; and SHARON H. HENNIG, Business Management Assistant, Salmon RD - For achieving outstanding results in their area of expertise during the 1994 Business Management Review of the Salmon District.

Spot
PATRICIA L. HURT, Wildlife Biologist, Salmon RD - For outstanding performance in planning and implementing the 1994 Williams Lake Kids Fishing Derby.

Conversion
JOY C. HANDLEY, Student Trainee-Range Conservation, Leadore RD to Rangeland Management Specialist, Leadore RD.

Promotions
KENT FUELLENBACH, Public Affairs Specialist, SO.
ELIZABETH A. RIEFFENBERGER, Hydrologist, SO.
LUCINDA HAGGAS, Ecologist, North Fork RD.

Reassignment
RANDY M. DAVIS, Forestry Technician, Cobalt RD to Forestry Technician, Cobalt RD.

Resignation
JAMES RUSSELL, Lead Forestry Technician, North Fork RD.

TARGHEE NATIONAL FOREST

Special Act
LEON BLEGGI, Civil Engineering Technician, SO - For outstanding performance in FY 1993.
SABRINA LANCASTER, Accountant, SO - For hard work and commitment in working towards a diverse workforce.

Promotions in Place
DUSTY HINCKS, Range Technician, Palisades RD.
RUBY J. LECLAIR, Personnel Clerk, SO.
ROBERT BOYLES, Computer Assistant, SO.

Reassignments
MARY K. MONSON, Range Conservationist, Dubois RD to Rangeland Management Specialist, Dubois RD.
CHERYL F. PROBERT, Range Conservationist, Dubois RD to Rangeland Management Specialist, Dubois RD.
WALTER K. GROWS, Range Conservationist, SO to Rangeland Management Specialist, SO.
DAVID R. SLEIGHT, Assistant District Ranger, Dubois RD to Natural Resource Specialist, Dubois RD.
KEITH R. TWEEDIE, Assistant District Ranger, Dubois RD to Natural Resource Specialist, Dubois RD.

Resignations
SHAWNA SEELY, Civil Engineer, Palisades RD.

Retirement
BOB WILLIAMS, former Branch Chief, Recreation, Land & Minerals.

UINTA NATIONAL FOREST

Cash Awards
PETER W. KARP, Forest Supervisor, SO - For an outstanding contribution to the Forest Service Agency-wide Strategy Stage Project.
STEVEN C. STALKER, Telecommunications Specialist, SO - $650 for continuous contributions to the Region's telecommunications program.
DEAN LARSEN, Forestry Technician, Pleasant Grove RD - For exceptional quality work during the winter of 1993-94.

Length of Service
FAUN DENE CUMMINGS, Resource Clerk, Pleasant Grove RD - 25 years.
C. DIANE SHUMWAY, Legal Instruments Examiner, SO - 15 years.

Transfers In
SHARON BLATNICK, Accounting Technician, Nicolet NF, to Accounting Technician, SO.
GERRISH WILLIS, Forester, Malheur NF, to Forester, Pleasant Grove RD.

Reassignment
MICHELLE BARLOW, Information Assistant, Spanish Fork RD to Secretary, SO.

WASATCH-CACHE NATIONAL FOREST

Cash
L. J. WESTERN, Information Assistant, SO - $350 for leadership in providing an aggressive and extremely successful public information program for the Utah Gypsy moth eradication project.
JAMES WHITE, Supervisory Forester, Salt Lake RD - For outstanding accomplishment in coordinating community and private partnerships in the reconstruction of Mueller Park, Terraces, Maple Cove, and Boy Scout recreation sites and the south Willow and Davis County OHV trail systems.
KAY SHURTZ, Supervisory Civil Engineer, SO - For outstanding accomplishment in coordinating community and private partnerships in the reconstruction of Mueller Park, Terraces, Maple Cove, and Boy Scout recreation sites and the south Willow and Davis County OHV trail systems.
JEANETT MADSEN, Stay-in-School, SO - For outstanding meritorious service from December 1992 to January 1994 while serving as a clerk for the Office Service/Information Systems.

Group
STEPHEN RYBERG, Evanston District Ranger and Team Leader; RICHARD HARRIS, Forest Engineer, ($250 each); Liz Schuppert, Resource Assistant, Evanston RD; WILLIAM LEVERE, Deputy Forest Supervisor; ELMER G. RASMUSSEN; and CLARK OSTERGAARD, Landscape Architect, SO ($100 each) - For an outstanding job in developing the Bear River Job Corps Civilian Conservation Corps Partnership Proposal.

Quality Step Increase
RICHARD ZOBELL, Range Management Specialist.
HENRY PETERSON, Surveying Technician.
MAURICE BROWN, Surveying Technician.
MARGE IVERSON, Resource Clerk.

Promotions
SUSAN JACKSON, Supervisory Financial Manager, SO to Administrative Officer, SO.
SCOTT BUSHMAN, Supervisory Forestry Technician, Logan RD.
KATHY JO POLLOCK, Information Assistant, SO to Public Affairs Assistant, SO.

Retirement
WAYNE ANDERSON, Mountain View District Ranger.

Transfer Out
CRAIG NATHE, Range Management Specialist, Evanston RD to Range Management Specialist, US Air Force, Vanderberg Air Force Base, California.

To swim, you must make waves. Allow employees the freedom to take positive risks to improve productivity, bypass bureaucracy or better serve customers.

Source: Dr. Jim Harris
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TO:

The Manti Marriage

As folks on the Manti-La Sal National Forest went through the records for preparation of a Forest publication, much attention and interest soon centered around a photograph of the marriage of the Manti and La Sal Forests into the Manti-La Sal National Forest in October 1949.

Each Forest has its unique and colorful histories. The Manti National Forest was headquartered in Ephraim, Utah and the La Sal National Forest was headquartered in Moab.

By 1944, the La Sal Forest had been consolidated from five Districts to two, and the decision was made to abandon the Supervisors Office in Moab. Administrative responsibilities were temporarily assigned to the Uinta National Forest in Provo while officials evaluated their options. After study and because of practical and political reasons, the Manti and La Sal National Forests were merged into one and the new Manti-La Sal headquarters were moved from Ephraim to Price. Price was more centrally located, it had a large mining industry with a growing timber industry to support the mines, and it did not have any Forest Service representation.

Forest personnel and families hold "marriage" ceremony in October 1949 to celebrate the consolidation of the Manti and La Sal National Forests. Photo taken at DeLon Olson ranch in Lower Joe's Valley, Manti-La Sal National Forest.

The old-timers say the absence of public involvement was a real classic as officials did not notify the people of Ephraim that the Forest office was being relocated. They just backed up the trucks, loaded the files and office equipment, and moved to Price. It is said there was much dismay in Sanpete Valley when the people realized their Forest office had been moved.

After the field season, Forest personnel gathered in Joe's Valley at the Olsen's Ranch to celebrate the marriage when the accompanying photograph was taken. It was initially just called the Manti National Forest, but petitions by the Moab Lions Club objected to the absence of La Sal, and the name was changed to the Manti-La Sal National Forest. The fellow on the left holding the shotgun with the sign 'Moab Lion Clubs' signifies that it was a "shotgun wedding." As the Manti name was used first, Ivan Dyreng, a ranger from the Manti Forest, was the groom, and the bride was Ranger Q. David Hansen from the La Sal's Moab District. Julian Thomas, the ranger at Monticello was the bridesmaid. Jay Sevy was best man, and Rangers Mont Lewis and Max Green were flower girls. It is believed that Supervisor Bob Park is on the far right, and Willard Guymon is the man with the shotgun. From the looks of the garbs they were wearing, one can only imagine the celebration that followed the formal ceremony.

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